



April 26, 2016

New leaders set off on a career development journey



NAVAIR Deputy Commander Garry Newton addresses the 139 new participants of NAVAIR's Journey Leadership Development Program at a national orientation held April 14 in Patuxent River, Md. (U.S. Navy photo)

NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, Md. — More than 100 developing leaders kicked off the NAVAIR Journey Leadership Development Program (JLDP) orientation April 14.

JLDP is part of NAVAIR's ongoing commitment to leadership development and is intended to complement the senior-level NAVAIR Leadership Development Program. This new class brings the program to 317 civilian and military employees from every NAVAIR site and artisans at the fleet readiness centers.

NAVAIR Deputy Commander Garry Newton urged the 139 new participants to take risks and be innovative.

"Our ability to change and do things differently is really going to affect how we support the Navy and Marines," he said. "Don't let the way we've always done it be the way you all do your jobs in the future. Take risks where acceptable, and know that an 80 percent solution ahead of schedule is more successful than a 99 percent solution behind schedule."

Newton, who said he decided to work for NAVAIR after college partly because of its career



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development and training opportunities, urged employees to build relationships and network with people with whom they might not normally meet.

"Our jobs really require working across jobs and functions and determining how quickly you can get to problem-solving and solutions," he said. "The networking [in JLDP] is unbelievable."

During the orientation, employees received an in-depth program overview and learned about the online developmental program tool, where they can chart their progress, find documents pertaining to their program and complete automated forms.

Amanda Davis, based out of Patuxent River, said she applied to JLDP to take the next step in her leadership journey.

"Career development is a huge opportunity to learn and grow not only at work, but in life," she said. "Many lessons you learn during career development can affect you in all stages of life." She said she is most looking forward to the training classes and shadowing senior leaders.

Fred Smith, based out of China Lake, California, said he is also looking forward to interviewing and shadowing senior leaders and taking classes.

"The JLDP curriculum will significantly broaden my knowledge, enrich my skills and hone my ability to support the warfighter at NAVAIR and across the Department of the Navy," he said.

Smith, who has worked for the U.S. Marines, Army and Navy in various capacities over the last 25 years, said his mother infused a thirst for continuous learning into him and his siblings and the desire to pass on knowledge.

"As a lifelong learner, the JLDP will bolster the leadership traits and principles that form my leadership philosophy," he said.

Randy Holder's career development philosophy is to "never get comfortable in what you are doing."

"You never know what's around the corner, therefore you have to always be looking for change," Holder, based out of Orlando, Florida, said. "Knowing how to handle change effectively makes it a little easier when it does come, and you can bet your last dollar, change is definitely coming, ready or not."

Jackie Phifer, based out of Cherry Point, North Carolina, said she is ready to forge fruitful relationships and become a mentor. She also hopes to better hone her individual development plan while participating in the JLDP.



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“Having a plan keeps you from distraction,” she said. “My portfolio is diverse, because I have spent 25 years seeking to be better and happier. Much of the way I navigated with no plan, landing in good jobs by luck. It took me 15 years to appreciate the importance of having a plan. It took me longer to appreciate the importance having a plan anchored in passion.”

About JLDP

The one- to two-year program helps employees gain leadership and productivity skills, develop and enhance their personal network, increase their professional visibility, and enhance their developmental and educational opportunities. Participants take several leadership development courses, shadow and interview senior leaders, attend wellness and diversity seminars, identify a formal mentor and complete professional reading assignments, among other things.

[Learn more about JLDP](#) and the other training and developmental programs available to NAVAIR employees.